**Name - \_\_\_Steve Pelzer\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

*Identify key questions you might use in your coaching conversation.*

|  |  |
| --- | --- |
| **Key Areas** | **Observation Notes** |
| * Type of Coaching Conversation * Directive/ Instructional * Collaborative * Facilitative/ Supportive | * Which type of Coaching Conversation is being planned? * Supportive |
| * Purpose of the Coaching Conversation | * This is a supportive conversation with a 4th grade teacher regarding an individual student’s behavior. |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * What are the behaviors of concern with this student? * What strategies have you used? * Have you communicated with parents? Are they supportive? |
| * *Reflective Questions* * The “what about the what” * Emotional | * What results, if any, have you seen with previous interventions? * Why do you think the interventions have been unsuccessful? |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * What strategies have you used with other students that might be affective? * Could our PBS be the primary focus of the intervention? |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * How do you plan to get the parents to support your plan? * In what ways will you collaborate and communicate with the parents? * In what way can I be involved as support for the strategy? * What timeline needs to be established to evaluate the plan? |
| * *Based on the Decision, what are the responsibilities of the administrator?*   *This area will be completed after the conversation – to summarize the “next steps” of the administrator.* | Provide support with the behavior intervention to teacher and parents.  Assist in evaluating the effectiveness and make suggestions to the teacher.  Provide positive comments to student when success is observed. |
| * *Based on the Decision, what are my responsibilities?*   *This area will be completed after the conversation – to summarize the “next steps” and responsibilities of the coach.* |  |

**Reflection on the Coaching Conversation**

**Name: Steve Pelzer**

**Date: January 27, 2010**

**Type of Coaching Conversation: Directive/Supportive Collaborative Facilitative/Supportive**

Facilitative/Supportive

**Reflect on the coaching conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

The questions established structure and direction to the conversation and kept it focused.

**What was most challenging for you during the conversation? Most pleasing?**

Most challenging thing was to refrain from just telling the teacher what he should do. The most pleasing was the way the conversation led him to the ideas that I thought would be effective.

**What might be some things you would do differently/the same in your next conversation?**

I would handle this conversation in the same way. Our follow-up will focus on success/problems of the plan.

**What techniques will you specifically address in your next coaching conversation?**

We will re-evaluate the behavior plan and modify it (or parts of it) based on the success or failure of the plan in improving this student’s behavior.